

COSA-SAPOA STATUS REPORT  
UNRESOLVED ISSUES  
SESSION # 19  
FRIDAY, OCTOBER 8, 2021

A9 Labor Relations Committee

- Sec. 1 – SAPOA counter 9-8 added study of performance evaluations to LRC

A10 Safety and Equipment – TA 7-22 / COSA amended 9-23 / **NEW** SAPOA counter 10-8

A11 Promotions

- Sec. 1 Definitions (B) Eligibility – COSA proposal 9-8
- Sec. 9 Study on Improving the Promotional Process – COSA withdrew 9-8 & proposed MOU

A14 City Property/Off-Duty Employment Office

- Sec. 2 Off duty Office – COSA proposal / Under review by SAPOA

A16 Wages

- Sec. 1 Wage Schedule – SAPOA & COSA have proposals on table

A22 Miscellaneous Leave Provisions

- Sec. 16 Leave Pay Upon Separation – SAPOA amended proposal 9-8

A28 Disciplinary Actions

- Sec. 5, 6 & 7 (panel arbitration) – SAPOA proposal
- Sec. 9 (scope of arbitrator's authority) – COSA & SAPOA each have proposals on table as of 9-24
- Sec. 10, Subsection C (deletes preponderance of the evidence standard) - COSA proposal unacceptable
- Sec. 11 (removes arbitrator authority to overturn the chief) - COSA proposal unacceptable
- Sec. 13 (requires same scope of authority on CSC) - COSA proposal unacceptable
- Sec. 19 (180-day Rule) / Subsection B (major misconduct) COSA amended language / Subsections D to E – SAPOA language on prior misconduct is in Sec. 9 & recommends deletion of Subsection "Evidence"

A29 Internal Security Interview Procedure

- Sec. 2 Internal Affairs Investigations / Subsection C (48-hour Rule) SAPOA accepts COSA 24-hour rule, but opposes excluding certain evidence / Subsection D (time in IA & evidence review) - SAPOA accepts COSA changing 6 hours to 8 hours but opposes COSA language "exclusive" of time reviewing video, etc.

### A30 Health Benefits

Sec. 6 – Disagreement over PPO rate escalation during contract & evergreen

### 33 Educational Incentive Pay

- Sec. 2, Subsection D-E – SAPOA amended proposal 9-8

### Articles – Tentative Agreement or No Action Taken:

Preamble

A1 Duration

A2 Definitions

A3 Association Rights – TA 3-30-2021

A4 Management Duties to the Association

A5 Non-Discrimination by the Association

A6 No Strike Clause

A7 Management Rights – TA 3-30-2021

A8 Maintenance of Standards

A10 Safety and Equipment – TA 7-22-2021 – COSA amended 9-8

A12 Seniority

A13 Hours of Work – TA 8-20-2021

A15 Grievance Procedure – TA 3-19-2021

A17 Death in Family Leave

A18 Court and Call-Back Pay

A19 Clothing Allowance – TA 3-30-2021 / Amended TA 8-30-2021

A20 Holidays

A21 Vacation

A23 Working in a Higher Classification

A24 Police Cadet Hiring Guideline – TA 2-26-2021

A25 Initial Probationary Period

A26 Field Training Officers

A27 Promotional Probationary Period

A31 Retiree Health Benefits

A32 Supplemental Benefits – TA 3-30-2021

A34 Certification and Instructors Pay

A35 Psychological and/or Medical Examination

A36 City Protections for Police Officers

A37 Employee Personnel Systems

A38 Miscellaneous Provisions – TA 3-30-2021

A39 Civilianization – TA 6-17-2021

A40 Savings Clause

A41 Closing Statements